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AN ACT

RELATING TO SCHOOL PERSONNEL; GRANTING A FIVE-YEAR LEVEL ONE LICENSE; PROVIDING THAT A LEVEL ONE TEACHER MUST TEACH AT LEVEL ONE FOR AT LEAST THREE FULL YEARS BEFORE APPLYING FOR A LEVEL TWO LICENSE; DECLARING AN EMERGENCY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. Section 22-10A-4 NMSA 1978 (being Laws 2003, Chapter 153, Section 35) is amended to read:

"22-10A-4. TEACHERS AND SCHOOL ADMINISTRATORS-- PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

A. Teaching and school administration are recognized as professions, with all the rights, responsibilities and privileges accorded professions, having their first responsibility to the public they serve. The primary responsibilities of the teaching and school administration professions are to educate the children of this state and to improve the professional practices and ethical conduct of their members.

B. The New Mexico licensure framework for teachers and school administrators is a progressive career system in which licensees are required to demonstrate increased competencies and undertake increased duties as they progress through the licensure levels. The minimum salary provided as part of the career system shall not take effect until the

1 department has adopted increased competencies for the
2 particular level of licensure and a highly objective uniform
3 statewide standard of evaluation.

4 C. A level one license is a provisional license
5 that gives a beginning teacher the opportunity, through a
6 formal mentorship program, for additional preparation to be a
7 quality teacher. A level two license is given to a teacher
8 who is a fully qualified professional who is primarily
9 responsible for ensuring that students meet and exceed
10 department-adopted academic content and performance
11 standards; a teacher may choose to remain at level two for
12 the remainder of the teacher's career. A level three-A
13 license is the highest level of teaching licensure for those
14 teachers who choose to advance as instructional leaders in
15 the teaching profession and undertake greater
16 responsibilities such as curriculum development, peer
17 intervention and mentoring. A level three-B license is for
18 teachers who commence a new career path in school
19 administration by becoming school administrators.

20 D. All teacher and school administrator salary
21 systems shall be aligned with the licensure framework in a
22 professional educator licensing and salary system.

23 E. All teachers and school administrators who hold
24 teaching or administrator certificates on the effective date
25 of the 2003 act shall meet the requirements for their level

1 of licensure by September 1, 2006 and shall be issued
2 licenses."

3 Section 2. Section 22-10A-7 NMSA 1978 (being Laws 2003,
4 Chapter 153, Section 38) is amended to read:

5 "22-10A-7. LEVEL ONE LICENSURE.--

6 A. A level one license is a provisional five-year
7 license for beginning teachers that requires as a condition
8 of licensure that the licensee undergo a formal mentorship
9 program and an annual intensive performance evaluation by a
10 school administrator for at least three full school years
11 before applying for a level two license.

12 B. Each school district, in accordance with
13 department rules, shall provide for the mentorship and
14 evaluation of level one teachers. At the end of each year
15 and at the end of the license period, the level one teacher
16 shall be evaluated for competency. If the teacher fails to
17 demonstrate satisfactory progress and competence annually,
18 the teacher may be terminated as provided in Section
19 22-10A-24 NMSA 1978. If the teacher has not demonstrated
20 satisfactory progress and competence by the end of the
21 five-year period, the teacher shall not be granted a level
22 two license.

23 C. Except in exigent circumstances defined by
24 department rule, a level one license shall not be extended
25 beyond the initial period.

1 D. The department shall issue a standard level one
2 license to an applicant who is at least eighteen years of age
3 who:

4 (1) holds a baccalaureate degree from an
5 accredited educational institution;

6 (2) has successfully completed a
7 department-approved teacher preparation program from a
8 nationally accredited or state-approved educational
9 institution;

10 (3) has passed the New Mexico teacher
11 assessments examination; and

12 (4) meets other qualifications for level one
13 licensure, including clearance of the required background
14 check.

15 E. The department shall issue an alternative level
16 one license to an applicant who meets the requirements of
17 Section 22-10A-8 NMSA 1978.

18 F. The department shall establish competencies and
19 qualifications for specific grade levels, types and subject
20 areas of level one licensure, including early childhood,
21 elementary, middle school, secondary, special education and
22 vocational education.

23 G. Beginning with the 2003-2004 school year, with
24 the adoption by the department of a highly objective uniform
25 statewide standard of evaluation for level one teachers, the

1 minimum salary for a level one teacher shall be
2 thirty thousand dollars (\$30,000) for a standard nine and
3 one-half month contract.

4 H. Teachers who hold level one licenses on the
5 effective date of the 2003 act must be evaluated by the end
6 of the 2006-2007 school year."

7 Section 3. Section 22-10A-9 NMSA 1978 (being Laws 2003,
8 Chapter 153, Section 40) is amended to read:

9 "22-10A-9. TEACHER MENTORSHIP PROGRAM FOR LEVEL ONE
10 TEACHERS--PURPOSE--DEPARTMENT DUTIES.--

11 A. The purpose of the teacher mentorship program
12 is to provide beginning teachers with an effective transition
13 into the teaching field, to build on their initial
14 preparation and to ensure their success in teaching; to
15 improve the achievement of students; and to retain capable
16 teachers in the classroom and to remove teachers who show
17 little promise of success.

18 B. The department shall develop a framework for a
19 teacher mentorship program for all level one teachers. The
20 department shall work with licensed school employees,
21 representatives from teacher preparation programs and the
22 commission on higher education to establish the framework.

23 C. The framework shall include:

24 (1) individual support and assistance for
25 each beginning teacher from a designated mentor;

- 1 (2) structured training for mentors;
- 2 (3) an ongoing, formative evaluation that is
- 3 used for the improvement of teaching practice;
- 4 (4) procedures for a summative evaluation of
- 5 beginning teachers' performance during at least the first
- 6 three years of teaching, including annual assessment of
- 7 suitability for license renewal, and for final assessment of
- 8 beginning teachers seeking level two licensure;
- 9 (5) support from local school boards, school
- 10 administrators and other school district personnel; and
- 11 (6) regular review and evaluation of the
- 12 teacher mentorship program.

13 D. The department shall:

- 14 (1) require submission and approval of each
- 15 school district's teacher mentorship program;
- 16 (2) provide technical assistance to school
- 17 districts that do not have a well-developed teacher
- 18 mentorship program in place; and
- 19 (3) encourage school districts to
- 20 collaborate with teacher preparation program administrators
- 21 at institutions of higher education, career educators,
- 22 educational organizations, regional service centers and other
- 23 state and community leaders in the teacher mentorship
- 24 program."

1 2003, Chapter 153, Section 41) is amended to read:

2 "22-10A-10. LEVEL TWO LICENSURE.--

3 A. A level two license is a nine-year license
4 granted to a teacher who meets the qualifications for that
5 level and who annually demonstrates essential competency to
6 teach. If a level two teacher does not demonstrate essential
7 competency in a given school year, the school district shall
8 provide the teacher with additional professional development
9 and peer intervention during the following school year. If
10 by the end of that school year the teacher fails to
11 demonstrate essential competency, a school district may
12 choose not to contract with the teacher to teach in the
13 classroom.

14 B. The department shall issue a level two license
15 to an applicant who successfully completes the level one
16 license or is granted reciprocity as provided by department
17 rules; demonstrates essential competency required by the
18 department as verified by the local superintendent through
19 the highly objective uniform statewide standard of
20 evaluation; and meets other qualifications as required by the
21 department.

22 C. The department shall provide for qualifications
23 for specific grade levels, types and subject areas of level
24 two licensure, including early childhood, elementary, middle,
25 secondary, special education and vocational education.

1 D. With the adoption by the department of the
2 statewide objective performance evaluation for level two
3 teachers, the minimum salary for a level two teacher for a
4 standard nine and one-half month contract shall be as
5 follows:

6 (1) for the 2003-2004 school year,
7 thirty thousand dollars (\$30,000);

8 (2) for the 2004-2005 school year,
9 thirty-five thousand dollars (\$35,000); and

10 (3) for the 2005-2006 school year,
11 forty thousand dollars (\$40,000)."

12 Section 5. "22-10A-11. LEVEL THREE LICENSURE--TRACKS
13 FOR TEACHERS AND SCHOOL ADMINISTRATORS.--

14 A. A level three-A license is a nine-year license
15 granted to a teacher who meets the qualifications for that
16 level and who annually demonstrates instructional leader
17 competencies. If a level three-A teacher does not
18 demonstrate essential competency in a given school year, the
19 school district shall provide the teacher with additional
20 professional development and peer intervention during the
21 following school year. If by the end of that school year the
22 teacher fails to demonstrate essential competency, a school
23 district may choose not to contract with the teacher to teach
24 in the classroom.

25 B. The department shall grant a level three-A

1 license to an applicant who has been a level two teacher for
2 at least three years and holds a post-baccalaureate degree or
3 national board for professional teaching standards
4 certification; demonstrates instructional leader competence
5 as required by the department and verified by the local
6 superintendent through the highly objective uniform statewide
7 standard of evaluation; and meets other qualifications for
8 the license.

9 C. With the adoption by the department of a highly
10 objective uniform statewide standard of evaluation for level
11 three-A teachers, the minimum salary for a level three-A
12 teacher for a standard nine and one-half month contract shall
13 be as follows:

14 (1) for the 2003-2004 school year,
15 thirty thousand dollars (\$30,000);

16 (2) for the 2004-2005 school year,
17 thirty-five thousand dollars (\$35,000);

18 (3) for the 2005-2006 school year,
19 forty thousand dollars (\$40,000);

20 (4) for the 2006-2007 school year,
21 forty-five thousand dollars (\$45,000); and

22 (5) for the 2007-2008 school year,
23 fifty thousand dollars (\$50,000).

24 D. A level three-B license is a nine-year license
25 granted to a school administrator who meets the

1 qualifications for that level. Licenses may be renewed upon
2 satisfactory annual demonstration of instructional leader and
3 administrative competency.

4 E. The department shall grant a level three-B
5 license to an applicant who has been a level three-A
6 instructional leader for at least one year, has
7 satisfactorily completed department-approved courses in
8 administration and a department-approved administration
9 apprenticeship program and demonstrates instructional leader
10 competence required by the department and verified by the
11 local superintendent through the highly objective uniform
12 statewide standard of evaluation.

13 F. Beginning with the 2007-2008 school year, the
14 standard contract and minimum annual salary for a level
15 three-B school principal shall be based on the size of the
16 school in which the school principal is employed, as follows:

17 (1) for school principals of schools with
18 two hundred or fewer students, a minimum salary of
19 fifty-eight thousand dollars (\$58,000) for a standard
20 ten-month contract;

21 (2) for school principals of schools with
22 two hundred one to four hundred students, a minimum salary of
23 sixty thousand dollars (\$60,000) for a standard ten-month
24 contract;

25 (3) for school principals of schools with

1 four hundred one to six hundred students, a minimum salary of
2 sixty-two thousand dollars (\$62,000) for a standard ten-month
3 contract;

4 (4) for school principals of schools with
5 six hundred one to eight hundred students, a minimum salary
6 of sixty-four thousand dollars (\$64,000) for a standard
7 ten-month contract;

8 (5) for school principals of schools with
9 eight hundred one to one thousand students, a minimum salary
10 of sixty-six thousand dollars (\$66,000) for a standard
11 ten-month contract; and

12 (6) for school principals of schools with
13 more than one thousand students, a minimum salary of
14 sixty-eight thousand dollars (\$68,000) for a standard
15 ten-month contract."

16 Section 6. EMERGENCY.--It is necessary for the public
17 peace, health and safety that this act take effect
18 immediately. _____

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